

Employers with Training or Job Situations  
Listed on the Business & Industrial Coordinat-  
ing Council People Job Register.

ADP Personnel Data Systems  
American Airlines  
Automatic Data Processing  
Bambergers  
Business & Industrial Coordinating Council  
J. I. Kislak & Co.  
Mutual Benefit Life Insurance Co.  
Eastern Airlines  
Esso Research & Engineering  
Fidelity Union Trust Co.  
First Jersey National Bank  
Ford Northeast Jobs Institute  
General Electric Corp.  
Hoffman La-Roche  
Hospital Service Plan of N. J.  
Hunt Wesson Foods  
I.T.T. Avionics Division  
Merrill, Lynch, Pierce, Fenner & Smith  
Monroe Calculating  
Mutual of New York  
National Cash Register Co.  
National Newark & Essex Bank  
Newark Skill Center  
New Jersey Bell Telephone Co.  
N. J. College of Medicine & Dentistry  
N. J. Restaurant Association  
Pinkerton's Inc.  
Prudential Insurance Co.  
Public Service Electric & Gas Co.  
R & B Typewriter Service  
Ronson Metals  
Sun Oil Co.  
3M Business Products Center  
United Airlines  
U. S. Savings Bank  
V.A. Hospital  
Western Electric Company  
Weston Instruments Inc.

**BICC's**

(Business & Industrial Coordinating Council)

**WORLD OF WORK**

**WE MATCH**

*People to Jobs  
Jobs to People  
People to Training  
Training to People*



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Major problems confront Business, Industry, Government, and Training Programs when persons employed or trained are poorly motivated candidates who may dislike what they are doing. This mismatch results in high turnover which costs everybody money. There are 42,500 titles in the U. S. Employment Service Dictionary of Occupational Titles. These titles have often become social "labels" having less and less to do with the actual specific activities performed on the job. But personnel experts *now* agree that *activities*, not titles, are the most basic elements in jobs. And yet, for lack of a better system until now, it has been necessary to hire workers on the basis of titles.

BICC's nine year history of effective training and placement now uses the technology of the electronic age in a people matching service as a meaningful yet unbiased counseling and placement tool for training and employment.

Through the BICC both potential employees and employers benefit from expertise which provides:

1. A practical objective basis for hiring or selection for training or employment.
2. A meaningful basis for accurately describing, translating, and compiling training and job opportunities.
3. A time and cost saving method of pre-screening applicants before referral.

## WHAT BICC RECRUITING, MATCHING, COUNSELING, AND PLACEMENT CAN DO FOR YOU:

- Decrease costs by improving the retention rate of employees
- Increase personnel stability
- Answer many objections of government agencies about objectivity and bias-free selection
- Pre-screen referrals to insure highly motivated potential successful employees
- Provide potential candidates postured toward a training course or employment.

TO ENABLE YOU TO REDUCE YOUR MANPOWER PROBLEMS SMOOTHLY, EFFICIENTLY, AND PROFITABLY, PHONE BICC at (201) 622-0272.